

INTRODUCTION OF THE SALARY TRANSPARENCY ACT

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Ms. NORTON. Madam Speaker, I rise to introduce the Salary Transparency Act, which would require employers to provide the salary range for jobs in advertisements and interviews and to existing employees.

Several states have enacted laws relating to salary range disclosure, and the federal government should follow their lead and make this a nationwide requirement. Salary transparency is an important tool to combat the gender and race wage gap. Salary secrecy facilitates both intentional and unintentional pay discrimination and perpetuates the wage gap.

Studies have consistently shown that when women negotiate for their salaries, they negotiate for less than similarly situated men. Frequently, this is because the salary they request is a certain percentage higher than their current salary. Because women on average make less than men, this practice perpetuates the wage gap. The same is true for people of color, who earn less on average than their White counterparts. Requiring employers to disclose the salary range for a position will help eliminate this harmful portion of the negotiation and lead to a reduction in the wage gap for women and minorities.

This is the third pay equity bill I have introduced this Congress. My Pay Equity for All Act, which passed the House last year as part of the Paycheck Fairness Act, would prohibit employers from asking job applicants about their salary history, and my Fair Pay Act would require that men and women doing comparable work be paid comparable wages.

I urge my colleagues to support this important bill.

DUCK BOAT SAFETY IMPROVEMENT ACT OF 2022

HON. ANDRÉ CARSON

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Mr. CARSON. Madam Speaker, I rise to introduce the Duck Boat Safety Improvement Act of 2022, a bill to implement safety regulations for amphibious passenger vessels, particularly those known as duck boats. These safety recommendations were made by federal agencies to address persistent problems associated with duck boats that have resulted in far too many injuries and fatalities.

I became much more aware of these problems when my constituents, the Coleman family, were involved in a horrible duck boat accident on July 19, 2018 in Branson, Missouri. Tia Coleman was one of only two survivors from her family of 11, losing her husband Glenn and her children Reece (nine years old), Evan (seven years old), and Arya (one year old). Tia's 13-year-old nephew, Donovan Coleman, was the other surviving family member, losing his mother Ance, his younger brother Maxwell (two years old), his uncles Ervin (76 years old) and Butch (70 years old), and his aunt Belinda (69 years old). Boarding

a duck boat on Table Rock Lake started out as a fun outing for family members, but turned into an unspeakable tragedy when the boat capsized and sank. Seventeen of the 31 passengers on board were killed.

The National Transportation Safety Board (NTSB) and U.S. Coast Guard have separately investigated the incident and the last few aspects of the investigation should be completed soon.

But Congress should not wait to act. We know from past incidents that more can be done to make these vessels safer. Since 1999, more than 40 people have died in duck boats accidents, the vast majority of them from drowning when the vessel sinks. The NTSB in 2002 issued recommendations to improve the safety of the vessels in flooding or sinking situations but little has been done to implement those measures.

Duck boats are hybrid vehicles that can travel on roadways and waterways, so the safety measures must be updated for both land and waterborne operations.

The Duck Boat Safety Improvement Act will require vessel operators to implement commonsense boating safety measures, including: Improving reserve buoyancy and watertight compartmentalization to prevent sinking.

Requiring more monitoring and adherence to severe weather alerts and warnings,

Requiring release of road safety seatbelts when Duck Boats become waterborne,

Requiring stronger crew safety training and certification,

Removing or reconfigure canopies and window coverings for waterborne operations,

Requiring personal flotation devices for waterborne operations,

Requiring installation of better bilge pumps and alarms,

Installing underwater LED lights that activate automatically in emergencies, and

Complying with other Coast Guard boating safety requirements.

These basic safety requirements will help save lives and prevent future tragedies. I hope my colleagues will join me in supporting this bill to make commonsense corrections to the persistent safety problems facing duck boats so that no other family must suffer the kind of tragedy faced by my constituents on Table Rock Lake. I urge the House to support this bill.

HONORING LULU V. CHILDERS

HON. ELISSA SLOTKIN

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Ms. SLOTKIN. Madam Speaker, I rise today to recognize the incredible contributions to musical history and to the history of Howell, Michigan made by one of the city's Black pioneers, Lulu Childers.

This remarkable woman was ultimately responsible for developing the small music program at Howard University in Washington, D.C., first into a Conservatory of Music, and then into a School of Music.

But before all that, she was a child in Howell, Michigan, the daughter of slaves, her parents brought her from Dry Ridge, Kentucky in 1875 at the age of five.

It was in Howell that the public was first treated to the gift of Lulu's voice. In the early

1880s, she performed regularly at the Howell Opera House and its neighboring Methodist Church on Walnut Street. By 17 she was singing at numerous fundraisers and events across the area and was billed as "Howell's Lulu Childers."

And in 1890, she walked across the stage as valedictorian of the Howell High School Class, and enrolled at Oberlin Conservatory in Ohio to study voice.

After graduation, Childers performed around the country but felt a tug to the classroom. She taught music in Ohio public schools for several years, and then in 1905, she joined the faculty of Howard University.

At the time, Lulu was one of only two music teachers at Howard. She taught voice, and another instructor taught piano. In 1906, Lulu was appointed Director of Music and steadily the program blossomed.

Lulu established a college-level curriculum, hired experienced instructors, and created the University Choral Society. When she led the chorus in song, the people turned out. At the 1929 Christmas service, Lulu drew a crowd so large that there was standing room only and 400 people had to be turned away.

Lulu also created an annual concert series that brought renowned musicians to the Washington community. In 1938 she invited the famed contralto, Marian Anderson, to perform. The performance gained national attention because both the Board of Education of Washington, D.C. and the Daughters of the American Revolution refused to let Anderson perform in their facilities because of her race.

Lulu used her voice, not just to sing, but to enlist the help of First Lady Eleanor Roosevelt in the fight for equity and justice. She also took her advocacy to Secretary of the Interior Harold Ickes, who in turn invited Anderson to perform at the Lincoln Memorial, a free concert which drew 75,000 people on Easter Sunday of 1939.

One year later, Lulu retired from Howard University and returned to her family home in Howell, where she died in 1946.

It's so entirely fitting that ten years after her passing, the classroom portion of Howard University's fine arts complex was renamed Lulu V. Childers Hall.

Lulu Childers was born with the gift of voice, a gift she never took for granted. She used that voice to entertain, to instruct, and to advocate. She sang the anthem of freedom, justice, and equality with perfect pitch and tone. Let us all endeavor to use our own lives and our own voices to carry her tune, to continue singing her song, and to ensure that the music never ends.

IN HONOR OF THE 45TH ANNIVERSARY OF FAIRLANE TOWN CENTER

HON. DEBBIE DINGELL

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Friday, February 25, 2022

Mrs. DINGELL. Madam Speaker, I rise today to recognize the 45th Anniversary of Fairlane Town Center, located in Dearborn, Michigan. Fairlane Town Center is a mainstay in Dearborn and their contributions to our community are worthy of commendation.

Developed by Michigan businessman A. Alfred Taubman, Fairlane Town Center opened